

CIVIL RIGHTS/EEO IN GEORGIA

The Georgia Civil Rights Advisory Committee implements the requirements of Title VII of the Civil Rights Act of 1964, which created the Equal Employment Opportunity Commission and prohibited discrimination in employment based on race, color, religion, sex or national origin. Executive Order 11478 stated that Equal Employment Opportunity (EEO) is an integral part of every aspect of the Federal Government's personnel policy. The Committee also has responsibilities under Title VI - Program Delivery.

MISSION

To be an inclusive, diverse and equitable Agency that delivers programs in a manner based on and consistent with fairness, equality, availability and accountability while ensuring that applicants and employees are treated with respect, dignity and free from discrimination.

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For more information, visit <http://www.nrcs.usda.gov/wps/portal/nrcs/main/ga/about/civilrights/>

Title VI

DISCRIMINATION IN USDA PROGRAMS IS ILLEGAL

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [How to File a Program Discrimination Complaint](#) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

Title VII

USDA employees or applicants for employment who believe they have been discriminated against in an employment decision because of race, color, sex (including sexual harassment), religion, age (if over 40), national origin, disability, marital status, sexual orientation, or reprisal for equal opportunity activities, in an employment matter or in the workplace and wish to initiate an EEO complaint, contact an EEO counselor within **45 days** of the alleged discriminatory action. The EEO counselor/mediator will attempt to mediate/resolve the issue. **To file a complaint, contact an EEO counselor at (301) 504-2181.**

NRCS employees and applicants for employment who feel they have been discriminated against should contact:
USDA-NRCS, Office of Civil Rights, 5601 Sunnyside Avenue Rm 1-2182C- Stop Code 5472, Beltsville, MD 20705
PHONE: (301)-504-2181 Fax: (301)-504-2336
An EEO Counselor/Mediator will be assigned by the Director of the Office of CR.